

**VIRGINIA NATIONAL GUARD**  
**TECHNICIAN EMPLOYMENT OPPORTUNITY ANNOUNCEMENT NUMBER: 05-152**

**POSITION TITLE/NUMBER:** Force Integration Readiness Analyst, 05-152, (PD Number: R8680000)

**GRADE/PAY:** GS-0301-11 \$50,541.00 - \$65,704.00 per annum

**OPENING DATE:** 15 September 2005

**CLOSING DATE:** 14 October 2005 (1700 hrs)

**DUTY LOCATION:** VAOT, FT Pickett, Blackstone, Virginia

**EMPLOYMENT STATUS:** Excepted Service Male/Female Commissioned Officers (NTE 04) and Warrant Officers (NTE CW4)

**WHO CAN APPLY:**

**GROUP I** - Applications will be accepted from all qualified Commissioned Officers (NTE 04) and Warrant Officers (NTE CW4) who are currently employed (permanent) in the Virginia Army National Guard Military Technician Program.

**GROUP II** - All qualified Virginia Army and Air National Guard Commissioned Officers (NTE 04) and Warrant Officers (NTE CW4), regardless of employment status (Traditional, Military Technician or AGR). To be considered as a Group II applicant, proof of appointment in the Virginia National Guard must be attached if the appointment occurred within 60 days prior to or during the advertisement period.

**GROUP III** - Individuals eligible for military membership in the Virginia Army National Guard.

**MILITARY CRITERIA:** Applicant must be qualified and eligible for award of an AOC/MOS as follows: O: AOC: 50A, 59A; BR: 01A; WO: BR: 011A; MOS 350B, 420A

**MILITARY ASSIGNMENT:** Applicant selected for this military technician position must occupy a military assignment in the Virginia Army National Guard that ensures proper grade, unit, and AOC/MOS prior to placement.

**POINT OF CONTACT:** LTC Myron Mason, (434) 292-8621

**QUALIFICATION REQUIREMENTS:**

**GENERAL** - Experience, education, or training which provided a general knowledge of the principles of organization, management and administration.

**SPECIALIZED:** Must have thirty-six (36) months of experience which equipped the applicant with the following specialized experience to successfully perform the duties of the position, such as: operating, program, or managerial experience in a type of work or a combination of functions directly related to the position to be filled or comparable work or functions; experience in developing and recommending policy, organizing and carrying out specific programs, evaluating and recommending changes in methods of operations; experience in supervisory, staff or technical work which included study, analysis or evaluation leading to the development or improvement of managerial or administrative policies, practices and procedures; experience preparing written communications and oral presentations and/or briefings or requiring the candidate to communicate orally at the level of the position to be filled; progressively responsibility experience which demonstrates the ability to provide technical guidance and assistance in the type of work or in comparable work of the position to be filled.

**KNOWLEDGE, SKILLS, AND ABILITIES (KSAs) REQUIREMENTS:** Applicants should prepare separate statements addressing all KSAs listed below. Explain any military and/or civilian experience which supports each KSA. **The KSAs are NOT used for basic qualification.** They are used solely for the purpose of rating and ranking candidates when there are more than ten (10) qualified applicants. If there are more than 10 qualified candidates certified, the KSAs will be used to assist in determining the best qualified candidates to be referred to the selecting supervisor. Failure to provide KSAs may result in inability to refer basically qualified candidates for consideration or interview.

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1. Knowledge of the principles and standard practices of management.
2. Knowledgeable of the techniques of organization, direction, coordination and control.
3. Ability to formulate and execute long range plans and programs.
4. Skilled in oral and written communication.
5. Ability to give specific guidance relative to a particular program.

**SUBSTITUTION OF EDUCATION FOR SPECIALIZED EXPERIENCE:** Completion of courses such as the Officer Advanced Course, Squadron Officer School, Command and Staff College, Air and Army War College, National Security Management Course, and others of comparable level will be credited at a rate of 1 month of education for two months of specialized experience. Applicants must submit transcripts, diplomas or other forms of completion certificates to provide verification of related courses.

**DUTIES AND RESPONSIBILITIES POSITION DESCRIPTION R8680000:** Serves as an advisor on force readiness, force structure, force integration, and Status Of Resources Training System (SORTS). Develops the state long range Force Integration Plan. Analyzes the management of the state ARNG Force Integration Program. Analyzes integrating new doctrine and force structure in the most effective manner possible, while maintaining acceptable readiness levels. Analyzes new authorization documents, identifies conflicts, substantive changes and doctrinal issues, and recommends courses of action. Identifies and recommends priorities for integration of new doctrine and equipment into the existing multi-echelon, combined arms, and state training program. Manages information associated with force integration initiatives. Consolidates and provides analysis of system-specific information contained in Army Modernization Information Memorandum (AMIM), Material Fielding Plans (MFPs), organizational information found in the Table of Organization and Equipment (TOEs), and Modified Table of Organization and Equipment (MTOEs).

**APPLICATION PROCEDURES:** INTERESTED APPLICANTS MAY APPLY BY SUBMITTING A RESUME, THE OPTIONAL APPLICATION FOR FEDERAL EMPLOYMENT (OF 612), OR THE SF 171, AND KSAs TO: THE ADJUTANT GENERAL OF VIRGINIA, ATTN: VAHR-P, BUILDING 316, FORT PICKETT, BLACKSTONE, VIRGINIA 23824-6316 BY THE CLOSING DATE SPECIFIED ON THE ANNOUNCEMENT. APPLICANTS MAY ALSO EMAIL APPLICATIONS TO [vanguardtechjobs@va.ngb.army.mil](mailto:vanguardtechjobs@va.ngb.army.mil) or fax to (434) 298-6381. APPLICATIONS RECEIVED AFTER THE CLOSING DATE WILL NOT BE CONSIDERED. THE FOLLOWING DOCUMENTS ARE NOT ACCEPTABLE AS ATTACHMENTS TO APPLICATIONS: PHOTOGRAPHS, COPIES OF POSITION DESCRIPTIONS, PERFORMANCE RATINGS (CIVILIAN OR MILITARY), AWARDS OR LETTERS OF APPRECIATION.

CONSIDERATION FOR THIS POSITION WILL BE WITHOUT REGARD TO SEX, AGE, OR HANDICAP (EXCEPT WHERE REQUIRED BY MILITARY REGULATIONS), RACE, COLOR, NATIONAL ORIGIN, RELIGION, LAWFUL POLITICAL AFFILIATION, OR MEMBERSHIP/ NONMEMBERSHIP IN AN EMPLOYEE ORGANIZATION. RELOCATION EXPENSES WILL NOT BE PAID. SELECTEE MUST PARTICIPATE IN DIRECT DEPOSIT/ELECTRONIC FUND TRANSFER. ANY GROUP II OR GROUP III APPLICANT SELECTED WILL BE REQUIRED TO COMPLETE A PREPLACEMENT MEDICAL SCREENING WHICH WILL BE PAID FOR BY THE AGENCY.

A complete listing of all current Virginia National Guard Technician Employment Opportunity Announcements is available at <http://www.varich.ang.af.mil/hro/jobs/jobs.htm>. Nationwide vacancy announcements are available at <http://www.neguard.com/jobss/Docs/statepoc.htm>.

TPVA 05-152

DAVID A. ARCHER  
COL, AD, VaARNG  
Human Resource Officer